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General Assembly

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Sixty-first session
Fifth Committee
Agenda item 106 (e)
Appointments to fill vacancies in subsidiary organs and other appointments

Appointment of members of the International Civil Service Commission

Note by the Secretary-General

1. As indicated in document A/61/105 of 3 October 2006, the General Assembly will be required, at its current session, to appoint five persons to fill the vacancies that will occur in the membership of the International Civil Service Commission, beginning on 1 January 2007.

2. The members of the Commission whose terms of office expire on 31 December 2006 are:

Mohsen Bel Hadj Amor (Tunisia);
Daasebre Oti Boateng (Ghana);
Jose Ramón Sanchis Muñoz (Argentina);
Anita Szlazak (Canada);
Eugeniusz Wyzner (Poland).

Thus, the members to be appointed should come from the following regions:

Two members from the African States;
One member from the Eastern European States;
One member from the Latin America and Caribbean States;
One member from the Western European and Other States.

3. Candidatures have been received from the following Member States:

(a) From the Group of African States (two vacancies):

Mohsen Bel Hadj Amor (Tunisia);
Daasebre Oti Boateng (Ghana);
Kingston Papie Rhodes (Sierra Leone);

(b) From the Group of Eastern European States (one vacancy):

Eugeniusz Wyzner (Poland);

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(c) From the Group of Latin America and Caribbean States (one vacancy):

Guillermo Enrique Gonzalez (Argentina);

(d) From the Group of Western European and Other States (one vacancy):

Anita Szlazak (Canada).

4. The appointment of the members of the Commission is governed by the provisions of articles 3, 4 and 5 of its statute. Pursuant to those provisions, and in accordance with paragraphs 3 and 4 of section II of General Assembly resolution 43/226 of 21 December 1988, the Secretary-General has undertaken consultations with Member States, through the chairmen of the various regional groups, with the executive heads of the other organizations, with staff representatives through the Federation of International Civil Servants' Associations and the Coordinating Committee for International Staff Unions and Associations of the United Nations System and with the Advisory Committee on Administrative and Budgetary Questions.

5. Regarding consultations with Member States, Mr. Wyzner has been endorsed by the Group of Eastern European States. Mr. Gonzalez has been endorsed by the Group of Latin America and Caribbean States and Ms. Szlazak has been endorsed by the Group of Western European and Other States.

6. The Secretary-General thus submits to the Fifth Committee for its consideration the list of candidates nominated for membership in the International Civil Service Commission for a four-year term of office beginning 1 January 2007:

(a) From the Group of African States:

Mohsen Bel Hadj Amor (Tunisia);
Daasebre Oti Boateng (Ghana);
Kingston Papie Rhodes (Sierra Leone);

(b) From the Group of Eastern European States:

Eugeniusz Wyzner (Poland);

(c) From the Group of Latin America and Caribbean States:

Guillermo Enrique Gonzalez (Argentina);

(d) From the Group of Western European and Other States:

Anita Szlazak (Canada).

7. The candidates' curricula vitae follow.

Mohsen Bel Hadj Amor (Tunisia)

Marital status

Married

Education and professional development

- Collége Sadiki, Tunis
  Baccalauréat français
  Baccalauréat tunisien
- Institut des Hautes Etudes, Tunis
  Diploma in History and Literature
- Université de Paris (Sorbonne)
  Licencié es lettres (Master of Arts)
- Columbia University, New York — School of International Affairs, Certificate (Economics, International Law, International Relations, United Nations and Specialized Agencies, Diplomacy)
- Dag Hammarskjöld Foundation, Uppsala, Sweden — Seminar on "Structure, Role and Functions of the United Nations". Paper presented on "Evaluation of the achievements of the United Nations in relation to the needs of the Arab and African countries"

Training and study courses:

State Department, Washington
Ministry of External Affairs, Ottawa
Provincial Administration, Toronto
Foreign Office, London
Ministry of Foreign Affairs, Paris
Several specialized agencies of the United Nations, Geneva
and EEC in Brussels
Federal Ministry of Foreign Affairs, Belgrade
Local Administration, Sarajevo

Languages

Arabic, English, French, Italian and Spanish

Present functions

- Minister Plenipotentiary, Ministry of Foreign Affairs, Tunis
- Under-Secretary-General
- Chairman, International Civil Service Commission, United Nations, New York (see annex IV) — elected in December 1990 — re-elected in November 1994, November 1998 and November 2002

Main previous functions

1982 to 1990

On secondment from the Ministry of Foreign Affairs, Tunis, to the Food and Agriculture Organization of the United Nations (FAO) in Rome as Director of Personnel of FAO and World Food Programme (WFP). In this capacity also participated in various committees (see Annex I) as:

Member	– Programme and Policy Advisory Board (Chaired by the Director-General)
	– Establishments Committee (Chaired by the Director-General)
	– Establishments Sub-Committee
	– Inter-Departmental Working Group on Training
	– Advisory Committee on Compensation Claims
	– Task Force on FAO/Italy Government Cooperative Programme
	– B. R. Sen Awards Review Committee
	– Steering Committee on Management Review
Chairman	– General Service Staff Selection Committee
	– Working Group on General Service Remuneration and Related Conditions of Employment
	– Joint Advisory Committee on Medical Coverage

Chairman/Vice-Chairman (alternately) of FAO Staff Pension Committee (in capacity of Director-General's representative)

Since 1982 Representative of FAO at all sessions of the following:

	– the Consultative Committee on Administrative (Personnel) Questions (inter-agency organ of directors of personnel)
	– Vice-Chairman of the Committee in 1988
	– Chairman of the Committee in 1989
	– International Civil Service Commission
Administrative Committee on Coordination	– Representative of the Consultative Committee at the sessions of the Administrative Committee on Coordination (ACC — inter-agency organ of all the executive heads of the system) chaired by the Secretary-General of the United Nations (1989)

United Nations Joint Staff Pension Board	– Representative of the Director-General at all sessions of the United Nations Joint Staff Pension Board and its Standing Committee
	– First Vice-Chairman of the Pension Board (1989-1990)
	– First Vice-Chairman of the Standing Committee (1985-1986)
	– Member of the "search group" of the Pension Board for the appointment of new Secretary of the Pension Fund (1985-1986)

Diplomatic service (since 1965)

1965-1968	– Deputy Head, Department for the Americas and United Nations Affairs, Ministry of Foreign Affairs, Tunis

Embassy of Tunisia, Rome

1969-1972	– Commercial and Tourism Counsellor
	– Chargé de Liaison with the Food and Agriculture Organization of the United Nations and the World Food Programme (WFP)
1973-1975	– Deputy Permanent Representative of Tunisia to FAO and WFP, Rome
	– Counsellor for economic and commercial issues
1976-1981	– Minister Counsellor, Permanent Representative of Tunisia to the Food and Agriculture Organization of the United Nations (FAO), the World Food Programme, the International Fund for Agricultural Development (IFAD) and the World Food Council (WFC)
1981	– Executive Director of Tunisia to the Executive Board of IFAD
Prior to 1965	Various responsibilities:
	– Professeur de Lycée (High School) in Paris and the United Kingdom of Great Britain and Northern Ireland
	– In the administrative and international cooperation field, at the Ministry of Education and the Ministry of Finance, Tunis
	– In the private sector, with the Société Végé France, Paris — as junior executive (administration and budget)

Participation in meetings and activities of the United Nations and its specialized agencies

United Nations	– Member of the Tunisian delegation to the General Assembly (1966), (1990)
Food and Agriculture Organization of the United Nations	– 1969-1981 — Delegate/member of Tunisian delegation at all sessions of the FAO General Conference and Council, Meetings of permanent committees (see Annex II) and intergovernmental groups (including special sessions on commodities and intensive ad hoc intergovernmental consultations, United Nations Conference on Trade and Development and FAO in 1974), and ad hoc groups
	– FAO Regional Conferences for Africa and the Near East
	– Member of Working Group on composition and terms of reference of the Council, the Programme Committee, Finance Committee and Committee on Constitutional and Legal Matters
	– Coordinator of the African Group at FAO and Member of the Liaison Committee of the Group of 77
	– Chairman of the Near East Group
	– Participation in a number of drafting committees
Finance Committee of FAO and WFP	– Vice-Chairman and Acting Chairman (1975-77)
	– Chairman (1978-81)
World Food Programme	– 1969-81 — Delegate of Tunisia at all meetings of the Intergovernmental Committee of the World Food Programme, and the Committee on Food Aid. On several occasions elected as member to the budgetary subcommittee of this body
World Food Conference	– Member of the Tunisian delegation to the World Food Conference (1974)
	– Active participation in the various contact groups establishing new bodies such as the International Fund for Agricultural Development, the Committee on Food Aid, the Committee on World Food Security, the World Food Council and so on
World Food Council	– 1975-1981 — Head of Tunisian delegation at all World Food Council sessions and at preparatory meetings
International Fund for Agricultural Development	– 1975-1981 — Head of Tunisian Delegation at all meetings of countries associated with IFAD, at the United Nations Conference on IFAD, and at meetings of the Preparatory Commission for the establishment of IFAD

	– Deputy Governor (1st session) and Acting Governor (2nd session) of the Board of Governors
	– Executive Director of Tunisia to the Executive Board
World Conference on Agrarian Reform Rural Development	– Deputy Head of Delegation to the World Conference on Agrarian Reform Rural Development; Acting Chairman of the Conference (1979)
Others	– Vice-Chairman of the "Consultation on the technical and economic cooperation among developing countries in the field of food and agriculture"
	– Member of the Selection Committee for the B. R. Sen Award (for field officers) and the A. H. Boerma Award (for journalists) in FAO

Other professional activities (1964-1981)

Italy	– Member of the Tunisian Delegation on various missions on economic, financial and commercial negotiations and representative of Tunisia in:
	(a) Numerous meetings of experts in the financial and industrial sectors concerning the promotion of foreign investments in Tunisia;
	(b) Several annual general assemblies of banks;
	(c) Annual assembly of the Industrial Employers Association (CONFINDUSTRIA);
	(d) Conference of the Institute of Marine Studies on the problem of fishing in the Mediterranean and the commercialization of fish products (1971);
	(e) International symposium on the harmonization of private law and private international law in the commercial field in Africa (1972);
	(f) A number of congresses, seminars, symposiums and round tables on economic, trade and agricultural issues of particular interest to countries of the Mediterranean area and dealing with relationships between the European Economic Community, Africa and the Arab world
Tunisia	– Participation in several seminars on foreign trade and on problems related to the development of the economy and tourism
United States of America	– Delegate of Tunisia to the Third Annual International Conference of the Blair Academy of Blairstown in New Jersey on economic and political problems in the Middle East (1967)

– Participation in a number of symposiums on various topics concerning Africa and the Arab world

United Kingdom – Participation in several round table meetings on political and economic problems in Africa and the Arab world

From 1976 to 1989 undertook numerous missions of negotiation in Africa and Asia as Special Representative of the Director-General of FAO

Head of FAO recruitment missions to Japan, the United States and Canada

Other information

Prolonged residence and/or extensive travel for purposes of study or for professional reasons in North America, Europe, Africa, the Middle East, Asia and Latin America and Caribbean States (see annex III)

Official visit to China at the special invitation of the Chinese Government in 1980, 1981, 1994 and 2005

Periodic consultations with the Senior Management of the Russian Federation Ministry of Foreign Affairs on ICSC reforms in the area of the conditions of employment in the United Nations system, as well as reforms taking place in Russian national administration (Moscow, 2000-2004)

Guest speaker on several occasions, at the Moscow State Institute (University) of International Relations on various themes concerning "The International Civil Service Commission of the United Nations" and "The Future of the International Civil Service" (Moscow, 2000-2004)

Speaker at the 25th International Congress of Administrative Sciences on the theme "The Future of the International Civil Service" (Athens, July 2001)

Speaker at the UN/IASIA/Fundação Getulio Vargas Conference on Public Administration Education and Training for the Current and Next Generation of Government Leadership (Rio de Janeiro, February 2003)

Guest speaker at the University of Louisville, Kentucky on the theme of the International Civil Service and the role of the International Civil Service Commission (Kentucky, February 2004)

Guest of honour at the Conference of the Association for Human Resources Management in International Organizations (AHRMIO, September 2001, September 2002, September 2003, September 2004 and September 2005)

Member of the Panel established by the General Assembly on the Strengthening of the International Civil Service (2002-2004)

Guest speaker at the Ecole nationale d'administration and at the Institut des hautes études commerciales de Carthage (Université du 7 novembre) on the features of the international civil service and its evolution (Tunis, April 2005)

Decorations and honours

– Officier de l'ordre de la république tunisienne

– Officier de l'ordre du mérite agricole français

– Diploma of Doctoris Honoris Causa of the Moscow State Institute (University) of International Relations

Annex I

Food and Agriculture Organization of the United Nations
Committees

Establishments Committee (member ex-officio)

The Establishments Committee reviews and advises the Director-General on proposals for the establishment of new organizational units and for changes in the function, composition or title of existing units; the establishment, classification and abolition of posts at Headquarters and other established offices, and on classification of and appointment to senior field posts.

Establishments Subcommittee (member)

The Establishments Subcommittee reviews and makes recommendations on all proposals to be submitted to the Establishments Committee, and appeals against actions taken under delegated authority.

General Service Staff Selection Committee (Chairman)

The Committee makes recommendations to the Director-General on divisional proposals on actions with regard to General Service posts located at headquarters within its field of competence (appointments, promotions, extensions, transfers, etc.).

Interdepartmental Working Group on Training (member)

The Group advises the Director-General on training policies, with a view to making training activities more responsive to needs.

FAO Staff Pension Committee (Director-General's representative — since 1982 acted as Chairman or Vice-Chairman on many occasions)

Under powers delegated to it by the Board, the FAO Staff Pension Committee takes decisions upon individual cases referred to it and exercises general control on Pension Fund matters relating to FAO participants.

Advisory Committee on Compensation Claims (member)

In considering claims referred to it by the Director-General the Committee makes recommendations on the validity of the claim or on the amount which should be paid to the staff member or to another person entitled to compensation under these provisions, or both.

Task Force on FAO/Government of Italy Cooperative Programme (member)

The Task Force reviewed the up-to-date status of the FAO/Italy Trust Fund Programme, and monitored the progress of the various project activities in order to maintain the Programme in line with available funding.

B. R. Sen Awards Review Committee (member)

To review candidatures submitted for the receipt of an annual award to the FAO field officer who has contributed most to the progress of the country or countries to which he/she has been assigned.

Working Group on General Service Remuneration and Related Categories of Employment (Chairman)

This Group is an advisory body where both FAO management and representatives of the Union of General Service Staff make recommendations to the Director-General on all matters connected with the arrangements for the survey of salaries and related conditions of employment to be conducted by the International Civil Service Commission.

Steering Committee on Management Review (member)

In connection with the consultants' review the Committee reviewed the progress, appraised planned activities, discussed interim reports, commented on the Consultants' performance, and issued directives to Directors and staff participating in the review exercise.

Joint Ad Hoc Working Group on After-Service Medical Coverage (Chairman)

The Group made recommendations for the conditions for eligibility and financing of after-service medical insurance coverage in FAO/WFP.

Joint Advisory Committee on Medical Coverage (Chairman)

Programme and Policy Advisory Board (member — chaired by the Director-General)

FINSYS/PERSYS Steering Committee (member)

The FINSYS/PERSYS Steering Committee has the overall responsibility for the management of the FINSYS/PERSYS project. FINSYS/PERSYS is an integrated and comprehensive computerized system covering financial and personnel activities at headquarters, established offices and field projects.

Annex II

Food and Agriculture Organization of the United Nations
Permanent committees

Committee on Agriculture

Committee on Fisheries

Committee on Forestry

Committee on Commodity Problems

Committee on World Food Security

Annex III

Prolonged residence and/or extensive travel for studies or professional reasons

Africa

Angola, Benin, Burkina Faso, Burundi, Cameroon, Central African Republic, Côte d'Ivoire, Democratic Republic of the Congo, Egypt, Kenya, Libyan Arab Jamahiriya, Madagascar, Mali, Morocco, Mozambique, Niger, Sierra Leone, South Africa, Togo, United Republic of Tanzania, Zimbabwe

Asia and the Pacific

Cambodia, China, Hong Kong, China, S.A.R., India, Indonesia, Japan, Lao People's Democratic Republic, Philippines, Singapore, Thailand, Turkey, Viet Nam

Europe

Albania, Andorra, Austria, Belgium, Bosnia and Herzegovina, Croatia, Cyprus, Denmark, France, Germany, Greece, Hungary, Italy, the former Yugoslav Republic of Macedonia, Montenegro, Netherlands, Portugal, Romania, Russian Federation, San Marino, Serbia, Spain, Sweden, Switzerland, United Kingdom

Latin America and Caribbean States

Brazil, Colombia, Cuba, Guatemala, Haiti, Jamaica, Mexico

Middle East

Al Quds, Gaza Strip, Jordan, Lebanon, Syrian Arab Republic, United Arab Emirates

North America

Canada, United States of America

Annex IV

The Chairman, like the other members of the Commission, is elected by the General Assembly of the United Nations for a term of four years and may be re-appointed. Among his various duties, he directs the work of the Commission and its Secretariat, represents the Commission to the General Assembly and, when necessary, to the Governing Bodies of the other organizations of the United Nations common system, as well as to the Administrative Committee on Coordination, an inter-agency body whose members are the executive heads of the organizations of the United Nations common system, and is chaired by the Secretary-General of the United Nations.

Daasebre Emmanuel Oti Boateng (Ghana)

Daasebre (Professor) Emmanuel Oti Boateng is a respected traditional ruler and leader, eminent national and international executive and a renowned scholar. He was enstooled as Omanhene (Traditional King), the occupant of the Yiadom-Hwedie Stool of New Juaben State in Ghana on 26 October 1992 with the royal title of "Daasebre" meaning "His Benevolence".

Education

Ph.D., Statistics, University of Liverpool, 1976; M.Sc., Statistics, London School of Economics, 1968; B.Sc., Economics/Statistics, University of Ghana, 1966.

Career

Omanhene (Traditional King), occupant of Yiadom-Hwedie Stool of New Juaben State of Ghana, 1992 to present; Government Statistician and Executive Head, Ghana Statistical Service, 1982-2000; Senior Research Fellow and Director of Studies, Institute of Statistical, Social and Economic Research, University of Ghana; Boston Edison Company, USA, 1966; Foreign Department, Deutsche Bank, Frankfurt, Germany, 1963.

Organizational memberships

International Statistical Institute (former Vice-President); New Juaben Traditional Council (President); New Juaben Development Board (Chairman); Eastern Regional House of Chiefs (Vice-President); National Population Council; Community Water and Sanitation Agency Board; International Civil Service Commission (ICSC).

National and international activities

National Tripartite Committee on Wages and other conditions of employment (Chairman, Technical Subcommittee, 1983-99); United Nations Statistical Commission (Chairman, 1987-89; Member, 1983-98); 15th International Conference of Labour Statisticians, Geneva, Switzerland (Chairman, 1993); United Nations Advisory Committee on Post Adjustment Questions (Member, 1993-2002); Constitution Assembly, 1978 (drafted Third Republican Constitution of Ghana); Council of State (with Constitutional mandate to counsel the President of Ghana), 1993-97; National Population Council, (Member, 1997 to present); 1984 Population Census of Ghana (conducted census and supervised publication of 27 census volumes).

Community activities

Instituted the Akwantukese Festival of New Juaben State in 1997 to foster development in unity for the welfare of the citizenry; established "Daasebre Award for Excellence" to reward deserving individuals and organizations; spearheaded formation of New Juaben Development Board and establishment of New Juaben Development Fund to ensure accelerated and sustainable development of New Juaben State; Community Water and Sanitation Agency Board activities to facilitate

provision of safe drinking water and related sanitation services to rural communities and small towns in Ghana.

Creative works

Numerous technical publications in statistics, computing, economics, population and policy issues. Extensive consulting experience with various international agencies including the World Bank, the World Health Organization, the United Nations Development Programme, the Inter-American Committee for Agricultural Development, the Food and Agriculture Organization of the United Nations, the United States Agency for International Development, the International Labour Organization and the Department for International Development of the United Kingdom that also resulted in additional technical publications.

Honours and awards

Honorary Director-General, International Biographical Centre; Lifetime Deputy Governor and Member of the Board of Governors, American Biographical Institute; listed in International Leaders in Achievement; named "Genius laureate of Ghana" in the "500 Greatest Geniuses of the 21st Century" .

Role as member of the International Civil Service Commission

Since becoming a member of the International Civil Service Commission in 2003, Professor Boateng has made significant contributions to the Commission's deliberations. These encompass the review and rationalization of the common system allowances and benefits, monitoring the pilot study on broadbanding pay-for-performance, base floor salary considerations and other issues. He has particularly played an influential role on matters relating to statistics and post adjustment questions. His inputs also help to ensure that decisions of the Commission reflect the African viewpoint.

Kingston Papie Rhodes (Sierra Leone)

From January 2000 to December 2004 Kingston Papie Rhodes served as the Executive Secretary of the International Civil Service Commission, where he led its secretariat in the development of strategic policies for strengthening human resources systems in the United Nations common system organizations and was responsible for overall management of the secretariat. In that capacity, Mr. Rhodes was the Commission's interlocutor in the informal sessions of the General Assembly's Fifth Committee where his role was to explain the Commission's views and provide technical clarifications to enable Member States to arrive at consensus on the recommendations contained in the annual reports of the Commission. In the ICSC secretariat Mr. Rhodes endeavoured to facilitate an environment that fostered teamwork and a collaborative framework for dialogue between the Commission, the United Nations, its specialized agencies and the staff representatives.

Recent examples of major initiatives which he oversaw while serving as Executive Secretary of the Commission include the development of new standards of conduct for the International Civil Service, adopted by the United Nations General Assembly, and the introduction of a new computerized job evaluation system for the Professional and higher categories to support streamlining of the pay system. As Executive Secretary he also served as Joint Secretary to the Panel on the Strengthening of the International Civil Service, a high-level group appointed by the Secretary-General to review the functioning of the Commission.

Between 1980 and 1999 Mr. Rhodes served in a variety of increasingly responsible positions on the Commission, preparing numerous position/policy documents for Commission sessions. His first appointment was as Statistician in the Cost-of-Living Division of the ICSC secretariat, followed by that of Compensation Research Officer, covering pay and benefits issues in the secretariat's Salaries and Allowances Division. In 1992 Mr. Rhodes returned to the Cost-of-Living Division as Deputy Chief and in 1995 was appointed Chief of that Division and Secretary of the Commission's Advisory Committee on Post Adjustment Questions. In that role he directed the work on the United Nations worldwide system of equalizing the purchasing power of staff salaries. He provided ongoing technical advice to the Commission on statistical matters relevant to the mission of ICSC and significantly expanded professional contacts with leading statistical agencies throughout the world.

Between 1969 and 1980 Mr. Rhodes held a number of positions in the Government of Sierra Leone, culminating in that of acting Deputy Director of the Central Statistics Office where he worked on all aspects of complex statistical surveys and advised government and parastatal agencies. During this period he was also engaged part-time in the academic sector; he was Lecturer in Quantitative Methods at the Department of Economics, University of Sierra Leone; Lecturer in Statistics for Administrative Officers at the Civil Service Training College; Assistant Course Director at the Munich Centre for Advanced Training in Statistics; and consultant statistician to the Nutrition Unit, University of California, on the 1978 National Nutrition Survey in Sierra Leone, subsequent to which he spent a year on attachment to the United States Bureau of the Census and United States Bureau of Labor Statistics.

Mr. Rhodes was the representative of the Government of Sierra Leone in the early 1970s to the fifth and seventh sessions of the United Nations Africa Commission on Agricultural Statistics and Vice-Chairman of the seventh session.

Mr. Rhodes holds post-graduate degrees from the Moscow Institute for Economics and Statistics and from George Washington University, Washington, D.C. He is fluent in English and Russian and can work in French.

He is currently providing advisory services to the Permanent Mission of Sierra Leone to the United Nations on matters pertaining to the Fifth Committee.

Date of birth: 25 October 1942

Eugeniusz Wyzner (Poland)

Education

Law degree (International Law), Warsaw University

Post-graduate studies at the Hague Academy of International Law

Current position

Vice-Chairman, International Civil Service Commission

Professional experience of executive and personnel management responsibilities in public administration (art. 3 of the ICSC statute)

At the United Nations Secretariat, he served as Under-Secretary-General for Public Information (1992-1993) and Under-Secretary-General for Conference Services and Special Assignments (1982-1992). While managing those two large departments, he was personally involved in the development and implementation of various reform and efficiency measures, in order to provide professional and effective conference and information services to Member States.

Over a long period of time, he participated in the work of United Nations bodies dealing with various aspects of personnel issues. He was Chairman of the Appointments and Promotion Board (1991-1993), of the Steering Committee for the Improvement of the Status of Women in the Secretariat (1989-1992), and of the Publications Board (1982-1993). He was also a member of the Programme Planning and Budgeting Board (1984-1993), and the Secretariat Group on Administrative Reform (1983-1984).

In his country's Civil and Foreign Service, he held a wide range of posts requiring managerial competence. Before assuming his current position, he served as Ambassador, Permanent Representative of Poland to the United Nations. He was the Secretary of State and First Deputy Minister for Foreign Affairs of Poland in 1996 and 1997. From 1994 to 1995, he was the Parliamentary Secretary and Deputy Minister for Foreign Affairs of Poland. During that period (1994-1997), he was Vice-Chairman of his country's delegation to the General Assembly.

From 1973 to 1978 he was his country's Permanent Representative to the United Nations Office in Geneva. In 1978, he became Director of the Department of International Organizations in the Ministry of Foreign Affairs of Poland. His executive career at the Foreign Ministry began as Head of the Treaties Section. Later, he became Deputy Director (1968) and Director (1971) of the Ministry's Legal and Treaties Department.

Other professional and United Nations activities

Delegate to more than 20 sessions of the General Assembly and numerous sessions of the Economic and Social Council

Chairman, Preparatory Committee for the 2000 Review Conference of the Parties to the Treaty on the Non-Proliferation of Nuclear Weapons (second session — 1998)

Chairman, United Nations Exhibits Committee (1992-1993)

Member, United Nations Senior Advisory Board on Services to the Public (1989-1993)

Chairman, Inter-Agency Meeting on Language Arrangements, Documentation and Publications (IAMLADP) (coordinating inter-agency organ in matters referring to language, publications and documentation services of the United Nations system, 1982-1991)

Chairman, United Nations Disarmament Commission (1982)

Chairman, Legal Subcommittee, United Nations Committee on the Peaceful Uses of Outer Space (until 1982)

Also a member of the boards of directors of the International Peace Academy (New York); of the International Institute of Space Law (Paris) and of the International, Congress Institute (Salzburg)

Other functions in Poland

Vice-Chairman, Poland's Committee on the Observance of the Fiftieth Anniversary of the United Nations (1994-1996)

Chairman, Governmental Board on the Implementation of the Convention on the Prohibition of Chemical Weapons (1996-1997)

Member, Committee on Space Research, Polish Academy of Sciences (1996-1997)

Decorations and citations

Decorations by Poland, including Grand Commander's Cross of the Order of Polonia Restituta and title of "Poland's Diplomat of the Year" (1996); Order of the Légion d'Honneur awarded by the President of France; Order of the Phoenix awarded by the President of Greece; testimonial from the United Nations Secretary-General in recognition of dedicated service in support of United Nations peacekeeping operations

Publications

Writings on various international subjects including the United Nations

Languages

Polish, English, French, Russian

Guillermo Enrique Gonzalez (Argentina)

Rank:
Ambassador Extraordinary and Plenipotentiary

Date of birth:
30 December 1942

Marital status:
Married

Degree:
Bachelor's degree in political and social sciences and diplomacy, Catholic University of Córdoba

Languages:
English, Italian

Entry into the Argentine Foreign Service:
31 December 1965, as Attaché and Vice-Consul

Professional experience:

1965	Division for Political Affairs, Ministry of Foreign Affairs
1968	Argentine Embassy, Ecuador
1968	Embassy Secretary and Consul Third Class
1970	Argentine Embassy, Peru
1972	Embassy Secretary and Consul Second Class
1972	Division for Latin America, Ministry of Foreign Affairs
1974	Embassy Secretary and Consul First Class
1975	Permanent Mission to the Organization of American States, Washington
1977	Embassy Counsellor and Consul General
1980	Minister Plenipotentiary Second Class
1981	Chief of Staff, Under-Secretariat of Foreign Affairs
1982	Permanent Representative to the Food and Agriculture Organization of the United Nations, Rome
1987	Directorate-General of International Economic Relations, Ministry of Foreign Affairs

Guillermo Enrique Gonzalez was born in Cordoba, Argentina, on 30 December 1942. He is married and they have six children and nine grandchildren.

Mr. Gonzalez earned a degree in Political and Social Sciences and Diplomacy from Catholic University of Cordoba, and he entered the Argentine Foreign Service right after his graduation in 1965. After three years in Buenos Aires, he was posted to Quito, Ecuador (1968-70), and then to Lima, Peru, from 1970 to 1973. During 1975-1981 he served in the Permanent Mission of Argentina to the Organization of American States (OAS) in Washington, D.C. On returning to Buenos Aires, he worked as Chief of Staff to the Under-Secretary of Foreign Affairs.

In 1982 he was transferred to Rome as Permanent Representative to the Food and Agriculture Organization of the United Nations and Governor to the International Fund for Agricultural Development, where he remained until 1987. In Buenos Aires he served as Director-General of International Cooperation at the Secretary of Agriculture in the Ministry of Economy. Later, in 1989, he assumed the post of Director General of International Economic Relations.

In 1990 he was appointed Ambassador to Nigeria, a position he held until 1993. On his return to Buenos Aires, he was promoted to Ambassador and served first as Under-Secretary for International Economic Negotiations and later as Under-Secretary for Foreign Policy.

He was posted as Ambassador to Switzerland from 1996 to 1998. He was then transferred to Geneva as Permanent Representative to the United Nations Office at Geneva and other international organizations until January 2000. During his tenure in Geneva, he served and was elected to different posts in the World Trade Organization and other United Nations Organization meetings, including the Presidency of the Conference on Disarmament. The Secretary-General of the United Nations appointed him as a member of the Advisory Board on Disarmament Matters.

In 2000 he was appointed Ambassador to the United States of America where he remained until 2002. From Washington, D.C., he was transferred back to the Embassy in Switzerland and also served as non-resident Ambassador to the Principality of Liechtenstein.

After his return to Buenos Aires in October 2004, he was appointed General Commissioner of the Argentine Pavilion in World Expo 2005, Aichi, Japan, and he headed the International Organizations Bureau in the Ministry of Foreign Affairs, International Trade and Worship, until very recently.

Mr. Gonzalez speaks fluent Spanish, English and Italian.

Anita Szlazak (Canada)

Highlights of professional experience

Leadership/management/analysis

Heard cases and made decisions, as a member of a quasi-judicial tribunal within Canada's trade remedies system, with respect to injury caused by dumped and subsidized imports, customs and excise tax appeals, and complaints regarding government procurement. Advised the Minister of Finance on requests from Canadian producers for tariff relief on imported textile inputs used in further manufacturing.

Reported to Parliament, as one of three Commissioners, on the administration of the Public Service Employment Act with respect to appointments, appeals, staffing audit and investigation of complaints. Developed and enforced the equity and fairness of federal government employment policies and practices.

Established and managed a team responsible for the Government of Canada's role in the 1988 Olympic Winter Games in Calgary. Developed and negotiated the umbrella agreement covering the participation of all federal government departments in the Calgary games and providing the framework for $200 million in direct funding, including the construction of the facilities at Canada Olympic Park and the provision of essential and discretionary services. Coordinated the activities of over 25 federal departments, agencies and Crown corporations that were to become involved in the Games.

Directed the activities of five branches in the Programme Management Directorate of the Canadian Parks Service — approximately 55 employees and a $5 million budget. Responsible for realty services for 35 national parks and reserves and over 100 national historic sites and canals across Canada, socio-economic research, marketing, strategic policy and planning. Initiated the rationalization and realignment of Directorate responsibilities. Established a new system for prioritizing and justifying the Directorate's capital budget.

Directed the activities of four divisions in the International Telecommunications Branch of the Department of Communications — 27 employees and a $1.5 million budget. Mastered a complex field in terms of subject matter and interested parties. Restructured Branch initiatives to deal more effectively with Canada's international telecommunications interest.

Led an External Affairs review to develop key criteria for Canada's continued participation in the United Nations Educational, Scientific and Cultural Organization following the decisions of the United States and the United Kingdom to withdraw from the Organization.

Led a comprehensive review of Canada Mortgage and Housing Corporation's international relations responsibilities. Developed a positioning strategy in keeping with the Corporation's overall mandate and the Government of Canada's current priorities. Recommended an organizational structure and a planning framework that were implemented to carry out the new role.

Determined the policy, legal, political and bureaucratic constraints involved in updating National Health and Welfare's electronic data processing systems for

income security programmes and integrating them with related federal payment systems in other departments.

Negotiation/representation

Represented the Government of Canada on the Administrative Council (governing body) of the International Telecommunication Union, Geneva. Led Canadian delegations in a number of other international meetings and negotiations.

Represented the Government of Canada on the Board of Directors and the Executive Committee of the Calgary Olympic Organizing Committee.

Developed and negotiated nine comprehensive legal agreements with the major partners in the Calgary Olympic Winter Games, ensuring that federal interests and long-term investments were protected.

Represented the Government of Canada and the Institute of Public Administration of Canada on the Executive Committee of the International Institute of Administrative Sciences, Brussels. Elected Vice-President of the Executive Committee.

Represented External Affairs in bilateral air negotiations with 10 countries, including the United States, the USSR, the People's Republic of China, Italy and Japan. The Canada-United States Air Agreement was the largest and most complex bilateral agreement in the history of civil aviation.

Career history

Consultant 1999-2002

Business-government relations
Government human resource policies

Canadian International Trade Tribunal 1995-99

Member

Environment Canada 1990-94

Director-General, Special Projects
Atmospheric Environment Service (1992-94)

Director-General, Programme Management
Canadian Parks Service (1990-92)

Treasury Board of Canada 1982-90

Special Adviser, International Relations
Canada Mortgage and Housing Corporation (1988-90)

Senior Policy Adviser, Programme Branch
Treasury Board of Canada (1986-88)

Special Adviser (on UNESCO and GATT Negotiations)
Department of External Affairs (1984-86)

Executive Director
Government of Canada Office for the 1988 Olympic Winter Games
(1982-84)

Public Service Commission of Canada	1976-82
Commissioner	
Department of Communications	1972-76
Director-General International Telecommunications (1973-76)	
Deputy Director-General International Telecommunications (1972-73)	
Department of External Affairs	1967-72
Foreign Service Officer	
Transport, Communications and Energy Division (1969-72) United States of America Division (1969) Eastern European Division (1969) Canadian Delegation to the General Assembly (1968) Aid and Development Division (1967-68)	
Organization for Economic, Cooperation and Development, Paris	1964-67
Research Economist, Development Centre	

Education

Harvard Graduate School of Business Administration, Boston, Mass. Advanced Management Programme	1981
Collège d'Europe, Bruges, Belgium Certificat de hautes études européennes (Major — Economics; Minor — Regional Planning)	1964
University of Toronto B.A. (Economics)	1963

Languages

Fluently bilingual in English and French; reading knowledge of Spanish

Honours

Queen Elizabeth II Silver Jubilee Medal (1977)